



You know your health. If work is becoming harder, speak up.

Track the work impact. Think about what may help. Ask to discuss practical support and next steps.

LEARN MORE ABOUT WORKWELL

endometriosiscanada.org



SCAN FOR RESOURCES

Education, workplace tools
and support

WORKWELL

A workplace initiative of Endometriosis Canada

Educational information only. Workplace processes and rights depend on individual circumstances, policies and applicable law.

Endometriosis is more than a bad period

ABOUT 1 IN 10

women of reproductive age worldwide are
affected

SYMPTOMS CAN BE

painful, exhausting, unpredictable and
often invisible

WORK MAY BE AFFECTED

through pain, fatigue, appointments and
symptom flares

Invisible does not mean minor.

A person can be struggling even when
they look well.

Prevalence source: World Health Organization, 2026

Is endometriosis affecting your work?



LET'S TALK ABOUT SUPPORT

Work should not make you choose between your health and being understood.

Learn how symptoms may affect work,
what support can look like and how to
start the conversation.

The right support can make work
more manageable.

WORKWELL

ENDOMETRIOSIS CANADA

WORKPLACE IMPACT

How symptoms may affect work

The impact can change from day to day. Symptoms may not be visible to coworkers or managers.

- Pain that affects sitting, standing, lifting or movement
- Fatigue, nausea, brain fog or reduced concentration
- Difficulty travelling or completing physical duties
- Appointments, treatment or recovery time
- Unpredictable flares that interrupt the workday
- Worry about stigma, privacy or being misunderstood

Every person is different. Avoid comparing one employee's experience with another's.

SUPPORT MAY INCLUDE

Small changes can make a difference

Helpful options depend on the person, the job and the organization's process.

- Flexible start or finish times
- Remote or hybrid work where feasible
- Short breaks or access to a private rest space
- Seating, ergonomic changes or easier washroom access
- Temporary changes to travel, lifting or physical duties
- Time for appointments, treatment and recovery

Support should be individualized.

These are examples to explore - not automatic entitlements. Follow applicable law and workplace policies.

START A CONVERSATION

Focus on impact and what may help

You decide how much personal information to share. You can describe how your health affects your work without explaining every medical detail.

Prepare

- What parts of work are harder right now?
- What one or two options may help?
- Who should be involved?
- When should the plan be reviewed?

Try saying

"I'd like to discuss a health-related impact on my work and explore a few options that may help me work well."

FOR MANAGERS

Listen, thank the employee, protect privacy, focus on needs and agree on next steps.